

ARTICLE 24

SUPPLEMENTAL EMPLOYMENT

Supplemental employment is permitted under the following conditions:

1. That the additional employment must in no way conflict under this Article or under present Civil Service Rules and Regulations with the employee's hours of State employment, or in quantity or interest conflicts in any way with satisfactory and impartial performance of State duties.

2. That the employee secure the written approval of the Appointing Authority before engaging in any supplemental employment for the primary purpose of addressing any potential conflict of interest. Approval will not be unreasonably withheld. Requests will be answered with reasonable promptness.

3. That the employee keep the Appointing Authority informed of contemplated changes in supplemental employment.

4. Procedures for prior approval of supplemental employment including discussions of specific types of categories may be established in secondary negotiations provided that such employment does not exceed departmental guidelines.

5. Should the Employer determine that an employee's supplemental employment interferes with his/her regular work or is in violation of this Agreement, he/she will be given reasonable time to promptly terminate his/her supplemental employment before being disciplined, requested to resign State service or involuntarily terminated. Conflict of interest in supplemental employment which violates Civil Service Rules and Regulations will be immediately terminated.

This Article shall not be construed to limit or abridge the Employer's right to take appropriate disciplinary action in response to violation of Civil Service Rules and Regulations and/or in response to unauthorized supplemental employment. Present authorizations need not be renewed solely due to the execution of this Agreement.